

## RESOLUTION NO. 081081

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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**RESOLUTION DIRECTING COUNTY DEPARTMENTS TO PROJECT THE IMPACT OF ARTIFICIAL INTELLIGENCE (AI) SOFTWARE IMPLEMENTATION ON THE COUNTY WORKFORCE AND TO REPORT ON CREATION OF COUNTY POSITIONS TO IMPROVE SERVICES TO SAN MATEO COUNTY RESIDENTS IN NUMBERS AT LEAST EQUAL TO POSITIONS PROJECTED TO BE ELIMINATED AS A RESULT OF THE IMPLEMENTATION OF AI SOFTWARE AND THAT THE COUNTY EXECUTIVE TRACK THE COUNTYWIDE WORKFORCE IMPACT OF AI**

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**RESOLVED**, by the Board of Supervisors of the County of San Mateo, State of California, that

**WHEREAS**, the San Mateo County Board of Supervisors recognizes both the promise and the potential disruption posed by the adoption of artificial intelligence (AI) technologies across County operations; and

**WHEREAS**, on January 23, 2024, the San Mateo County Board of Supervisors adopted Resolution No. 080119, which affirms the importance of maintaining County jobs despite advancements in AI and directs the County Executive to develop strategies such as retraining, redeployment, and collaboration with employee representatives to mitigate AI-related job displacement and support a resilient workforce; and

**WHEREAS**, the Board of Supervisors specifically emphasized in Resolution No. 080119 the importance of maintaining County positions when implementing AI technology: *"If it appears a position may be eliminated for the benefit of the County due to advancements in AI, [the County will] pursue options for maintaining the position until the position has become vacant for a reason other than the implementation of the AI*

*technology that may include but are not limited to: a County employee retiring, taking another position within the County, or leaving employment with the County.”; and*

**WHEREAS**, the Board of Supervisors reaffirms this approach as a guiding principle for future AI implementation and seeks to pair it with additional workforce planning requirements that promote the creation of new opportunities to improve service delivery for County residents.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Supervisors hereby directs as follows:

1. **Prior to implementing any AI technology in operations**, all County departments shall prepare an estimate, and an analysis upon which such estimate is based, of the number of current and projected County employee positions that will be eliminated consistent with Board Resolution No. 08119 (or that will not need to be hired) because of that technology’s deployment. These estimates shall be submitted to the County Executive, who is directed to share them with the Board of Supervisors.
2. **No more than one year following the implementation** of any such AI technology, the department implementing the AI software shall, to the extent the department finds it feasible to do so, bring to the Board of Supervisors a proposal for the creation of new County employee positions at least equal to the number of positions estimated to be eliminated (or that **did not require filling**) owing to the implementation of the AI software. Such positions shall be designed to improve the delivery of services to County residents. If the

departments does not find it feasible to propose the creation of such new County employee positions, the department shall provide an analysis of why such a proposal is not feasible. Proposed positions shall be considered as part of the County's annual budget and staffing review process.

3. **The County Executive's Office shall maintain a centralized and ongoing record** of the total number of County positions that have been rendered unnecessary by the adoption of AI technologies across all departments. This data shall be included in an annual artificial intelligence workforce impact report submitted to the Board of Supervisors.
4. **These requirements shall be implemented in a manner consistent with the County's previously adopted AI workforce Resolution No. 080119, particularly the directive to avoid job displacement,** by maintaining positions impacted by AI technology until those positions become vacant through natural attrition, including retirement, transfer, or voluntary separation.

**BE IT FURTHER RESOLVED** that this resolution affirms and builds upon the County's commitment to responsible, ethical AI technology integration that enhances public services while valuing and developing the County's dedicated workforce.

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*Regularly passed and adopted this 22<sup>th</sup> day of April, 2025*

*AYES and in favor of said resolution:*

*Supervisors:*

JACKIE SPEIER

NOELIA CORZO

RAY MUELLER

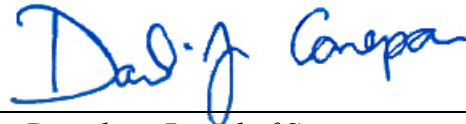
LISA GAUTHIER

DAVID J. CANEPA

*NOES and against said resolution:*

*Supervisors:*

NONE



*President, Board of Supervisors  
County of San Mateo  
State of California*

***Certificate of Delivery***

*I certify that a copy of the original resolution filed in the Office of the Clerk of the Board of Supervisors of San Mateo County has been delivered to the President of the Board of Supervisors.*



*Assistant Clerk of the Board of Supervisors*